

~~SECRET~~

25X1A9a

~~SECRET~~ STATEMENT  
CSB/RR.

25X1A9a

[REDACTED]

25X1A9a

[REDACTED] should continue his language and area training to become an "area specialist" on the Middle East. The Office will continue to support well-conceived training experiences and courses which are related to program responsibilities and the development of individuals to accomplish them.

Ch/G:JAB:jmc/535(8 April 1958)

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MEMORANDUM FOR: Chairman, ORR Career Service Board

SUBJECT: Career Preference Outline Of 25X1A9a

1st Indorsement

A. COMMENTS BY (DIVISION) (STAFF) CHIEF

I concur. 25X1A9a has already been signed up for course in newspaper Arabic.

19 September 1977  
Date

25X1A9a

Signature Chief, D/O

2nd Indorsement

B. COMMENTS BY AREA CHIEF (When Applicable)

- ☐ I concur in (Division) (Staff) Chief's comments.
- ☐ As the employee is not personally known to me, I accept the comments of the (Division) (Staff) Chief.
- ☐ Other (please specify):

Date

Signature

S-E-C-R-E-T

## CAREER PREFERENCE OUTLINE

This Outline, when completed, is a documented description of the individual's career interests and proposed career activities together with the comments of his supervisor and his Career Service. The original will be filed in the employee's Official Personnel Folder and will serve as a guide for future personnel actions affecting him. Implementation of career preferences must depend upon the needs of the Organization.

- CONSULT ATTACHED INSTRUCTION SHEET PRIOR TO COMPLETING THIS OUTLINE -

## SECTION A.

## GENERAL

1. NAME OF EMPLOYEE (Last-First-Middle)	2. DATE OF BIRTH	3. SERVICE DESIGNATION	GRADE
[REDACTED] 25X1A9a	21 Jan 1921	SD/IR	GS-11
5. ORGANIZATIONAL TITLE	6. POSITION TITLE	7. OCCUPATIONAL CODE	8. OFFICE OF ASSIGNMENT
	Geographer	GS-0150.01	DIR/D/OC

## SECTION B.

## CAREER INTERESTS

## 9. GENERAL TYPE OF ACTIVITY

**Area analysis on the Middle East and Africa**

10. SPECIFIC TYPE OF ACTIVITY (Including assignments)  
A. IMMEDIATE (Within next 1 to 2 years)

**Production of area reports on the Middle East and Africa  
Field work in specific areas for a specific purpose**

## B. LONG-RANGE (Within next 3 to 5 years)

**Continued intelligence production combined with field work  
Field direction of geographic intelligence activities**

## SECTION C.

## TRAINING

11. ORGANIZATIONAL, EXTERNAL, AND ON-THE-JOB TRAINING  
A. IMMEDIATE (Within next 1 to 2 years)

**Arabic reading course. One years classical reading already self paid by employee.  
Newspaper reading course desired. Intends, if necessary, to pursue on own time.**

## B. LONG-RANGE (Within next 3 to 5 years)

**Arabic, Language School, Beirut, Lebanon**

## 12. ADDITIONAL COMMENTS

**Please see the attached sheet.**

RECOGNIZE THAT THE IMPLEMENTATION OF MY CAREER PREFERENCES MUST DEPEND UPON THE NEEDS OF THE ORGANIZATION. I UNDERSTAND THAT MY PERFORMANCE, CAPABILITIES AND INTERESTS WILL BE GIVEN DUE CONSIDERATION.

## 13. DATE COMPLETED

**September 1971**

## 14. SIGNATURE OF EMPLOYEE

**25X1A9a**

SECRET

(When Filled In)

SECTION D.

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15. RELATIVE TO CAREER INTERESTS OF EMPLOYEE

The program reflects fundamental interests of the employee.

16. RELATIVE TO TRAINING FOR EMPLOYEE

I concur with the requested training.

17. TYPED OR PRINTED NAME OF SUPERVISOR

25X1A9a

18. SIGNATURE

20. DATE

9 September 1957

TITLE

Chief, Near East/Africa Branch

SECTION E.

FOR USE OF CAREER SERVICE

21. COMMENTS

22. TYPED OR PRINTED NAME

23. SIGNATURE

24. TITLE

25. DATE

LEAVE BLANK

SECRET

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Undoubtedly the idea of an analyst being proficient in Arabic cannot by past standards be said to be absolutely related to area intelligence production. However, the analyst believes that such proficiency is no longer a luxury, but a necessity. Although exploitation of written sources has reached a peak, actual first hand accounts of specific areas in the Arab or Islamic World are relatively absent.

The preferences outlined, both as to activity and training, are designed to remedy this situation. Accordingly both field work and language training to make maximum use of field experience are desired. In reality, these are conservative recommendations. The Department of State has already instituted a program of this type for its Middle East area specialists. Several CIA Chiefs of Station have indicated the necessity for analysts mastering geographic field work techniques combined with the language.

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25X1X7

The decision as to what type of activity and training a senior analyst should receive can be debated indefinitely. Unfortunately, the Middle East and Islamic areas of Africa are areas where the gaps in our area knowledge are widening in the face of a Soviet effort that has enlisted the finest Russian geographers and ethnographers. The question is: Can our intelligence effort continue to produce the language dabbler and half trained area specialist? Regardless of the decision in this particular case the analyst intends to be a respected area specialist.

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